

# XPO LEAVING US IN THE DARK!

## *Who's on Our Side?*

Since XPO Logistics bought Con-way freight for \$3 billion (and spent more than \$3.5 billion for a French company) we have witnessed several troubling developments that make many of us concerned about our livelihoods.

Since XPO has taken us over, all we hear about is the cutting of jobs, adding technology, closing terminals and the XPO plan to gain operating profit improvements of between \$170 to \$210 million in two years. **Where will that money come from? US?**

Our CEO says he wants to run our LTL to be a "more leaner, results-oriented, with less waste and more productivity," business. That is one scary statement to workers that leaves us all with many questions about what other cuts XPO has planned for us. **Who could be next? US?**

A written agreement with our employer, XPO, is the only way to protect ourselves and our families. It's the only way to lock in benefits, wages, OT, retirement, job security.

Let's join our coworkers who have made the choice to join the Teamsters.



For more information visit **Teamster.org/eXPOsed** or call the Teamsters XPO Hotline at **855-974-4180**.

Join the conversation! Go to **Facebook.com/XPO-exposed**

*(See reverse for more information)*

***What about our raises?***

***What about our jobs?***

***What about our OT?***

***What about our insurance?***

***What about our retirement?***

***What about our ability to  
take care of our families?***

***WHAT DOES ALL THIS MEAN?***

We have no say in what XPO does to us without our union. We have no voice without a contract.

The bottom line is that we need a written agreement to protect our livelihoods at Con-way Freight.

The Teamsters Union, which represents tens of thousands of freight members at YRC Worldwide, Inc. UPS Freight and ABF Freight, among other companies, is the best choice for us at Con-way.

Workers at Con-way terminals in California, Texas and Florida have already formed their unions with the Teamsters. Their choice to form their union gives them more protection than the rest of us currently have.

The Teamsters do not back down in the fight to protect workers like us.

The Teamsters' contracts are second-to-none for strong wages, excellent benefits and powerful job protections. We need a contract. If we do not have our rights and protections in a legally binding document, we are at the whims of XPO, a risky place to be. We need the security of a Teamster contract!

With all that is happening with this company, now is the time to form our union with the Teamsters!

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